

Safeguarding/Child Protection

Statement

Pathways are committed to the safe and happy development of all children. All children attending Pathways will be safeguarded by this principal. All adults involved with the children will also comply with the understanding. Any concerns will result from advice being sought from the appropriate agency.

Who needs to follow this policy? Everyone who comes into contact with Pathways, the children and their families have a role to play in safeguarding the children. All adults have a responsibility to equally take appropriate action outlined in this policy.

- Representatives of the nursery will be involved with the development of this policy and the review.
- The welfare of the children is paramount and it is Pathways responsibility to safeguard and promote this.
- The procedures in this policy apply to trustees, staff, volunteers and students and are in line with those of Staffordshire Safeguarding Children's Board.

Policy Aims

- To ensure good practice is consistent.
- Staff have the correct information to meet child protection responsibilities.
- Staff to attend safeguarding training.
- To provide for children where they can thrive to their full potential in a safe environment.
- To ensure the well being, physical and emotional safety of every child is met.
- Fulfil legal responsibilities in relation to safer recruitment of all staff by completing DBS checks (disclosure and barring services). (See recruitment policy).
- Report any concerns to the designated person.
- To support children in accordance to agreed child protection plans.
- To promote positive fundamental British values.

Terminology

Child protection - to protect children who are suffering or at risk of suffering significant harm.

Parent - birth parents or other adults who are in a parental role.

Staff - anybody working on behalf of Pathways, full or part time in a paid or voluntary role.

Child - all young people who have not yet reached their 18th birthday.

Recognising abuse

Sexual abuse - Any inappropriate touching of a child or subjecting them to inappropriate images or language.

Indicators could be:

- Comments about sexual activity
- Sexual comments or knowledge which are not what you would expect from a child
- Sexual behaviour which you would not expect from a child
- Inappropriate touching or playing

Neglect - Failure to meet the basic needs, thrive, weight loss and slow development, education and care.

Indicators could be:

- The child's clothes are often dirty or unsuitable for the weather
- No one seeks medical help when the child is ill or hurt
- The child is smelly or dirty
- The child is left alone or with unsuitable carers
- The child is thin, pale, lacking in energy
- Lots of accidents happen to the child

Physical - Any physical injury that has not been accidentally caused.

Indicators could be:

- Unexplained injuries, bruises or marks
- Fear, watchfulness, over anxiety to please
- Small round burns or bite marks
- Frequent absences from nursery

Emotional - Rejection or inappropriate criticism, denied love and affection. Verbal hostility or unpredictable adult behaviour towards a child or change of personality.

Indicators could be:

- Unexplained gifts
- Withdrawn, anxious behaviour, lack of self confidence
- Self-harm and changes to their eating habits
- Demanding or attention seeking behaviour
- Unwillingness to communicate
- Repetitive behaviour such as hair twisting, scratching or rocking

Key Personnel

The designated safeguarding lead in this area is Mrs Rebecca Owen

The Deputy designated practitioner in this area is Ms Laura Barber.

The nominated child protection trustee is Mrs Susan Bowyer.

Roles and responsibilities of DSL are:

- All are appropriately trained
- Have a sound understanding of the local safeguarding child protection board procedures.
- Act as a support for all in contact with Pathways
- Keeps written records and ensures these stay confidential
- Makes referrals to children's social care or police appropriately
- Attends legal required child protection courses
- Notifies children's social care if a child on a protection plan is absent for more than two days without explanation.
- If a child on a protection plan leaves Pathways ensure the relevant information is passed on to their new Nursery/School and their social worker is informed.

In the absence of the designated safeguarding lead the deputy is appropriately trained and in the absence of the lead will carry out the role to ensure the safety and protection of all.

In the long term absence of the lead the deputy will resume the lead role until the lead returns.

All staff at Pathways are appropriately trained in child protection and are all aware of the procedures to follow.

The trustees ensure that Pathways has:

- Policies and procedures in line with legal requirements, which are reviewed annually and available on request.
- Has procedures in place for dealing with allegations of abuse made against staff, including them made against any management at Pathways. (See policy of allegations of abuse made against people that work with children)
- Safer recruitment procedures that include the appropriate checks (see safer recruitment policy)

The trustees of Pathways nominate a member to be responsible in liaising with the local authority or other agencies in the event of an allegation been made against a staff member in a managerial role. The person nominated for Pathways is Mrs Susan Bowyer.

Pathways will endeavour to support all children with child protection issues. We will take all disclosures or suspicions seriously. A nominated link person will be appointed to keep all parties informed (usually child's keyworker). Where a member of staff is subject to the allegations made by a pupil your designated persons will be key. If the allegation is against a designated person then the designated trustee will be the key person.

Extended off site arrangements

Where off site activities take place Pathways child protection policy and procedures still apply. If outside agencies provide activities on our site we will check that they have appropriate procedures in place, including safer recruitment. Where children attend off site activities we will ensure effective child protection arrangements are in place.

Protecting yourself against allegations of abuse

Ensure your entitlement to a full induction prior to starting is carried out and always follow the nursery policies and procedures.

Precautions that can be taken:

- Always ensure other staff are around and avoid lone contact with the children
- When working in rooms ensure doors are left open so you can see one another and talk
- Do not arrange to meet children/students outside of the nursery
- Never befriend or chat to students on social network sites
- Under the Sexual Offences Act 2003 it is a criminal offence for anyone working with students to have a sexual relationship even when the pupil is over the age of consent but under 18 years of age

At Pathways as defined in our policy on Existing Injuries all children arriving with injuries will be recorded and an explanation from the carer may be given and signature to be obtained, this must be done on arrival at the nursery. Any injury noticed during the day after the parent/carers has gone will be recorded, discussed and any necessary advice taken.

As part of safeguarding we would challenge any unsuitable adults in the collection of children. If you appear to be under the influence of any drugs, alcohol or any illness related side effect then we would challenge this upon collection. Once challenged by a member of staff if you still insist on taking your child home the police will be phoned immediately.

Information received from other parties will be noted, discussed and any necessary advice taken.

Information from children will be taken seriously, noted, discussed and any necessary advice taken.

All unexplained absences and lateness will be followed up by a phone call asking for a reason, any necessary advice will be taken.

Preventing impairment of children's overall development - If a child's holistic development needs more support in certain areas or shows cause for concern then we would seek outside advice from appropriate agencies.

Digital cameras used by Pathways are only used by Pathways staff and have their own memory cards. These are not given to any outside companies to print and are printed out at nursery. All images are then deleted. Parental consent to take photographs of children is obtained on admission forms.

All mobile phones are locked away and photo images are not permitted. We ask that all parents and visitors at Pathways adhere to our mobile phone policy and do not use their mobiles while on Pathways premises; this is to ensure all children are kept safeguarded. Parents and visitors will be challenged. Children will also be asked not to use phones and these will be kept away until they are collected.

Children/learners you are late or go missing from education

On occasions when children or learners are ill or are going to be late Pathways ask that parent's phone the nursery to inform us their child will not be attending. Children and learners who go missing from education, particularly those who go missing on repeat occasions, managers and staff are alert to signs that children and learners who are missing might be at risk of abuse, neglect, extremism or radicalisation. If a child does not attend for the day and the setting has not been informed the staff will contact the family by phone. All lateness's will be highlighted and any appropriate actions taken. If staff are concerned then first response would be notified.

If you suspect a child is at risk of harm.

There may be occasions when you suspect that a child is at risk but you have no evidence. In these circumstances you should allow the child to talk. Never question anything that they say to you. Information should be fact and freely given. If the child does not disclose but you have a concern, fill out a welfare form and hand it to your lead practitioner.

There may also be occasion when you think that a child and/or parent need some extra help; this is when an Early Help Assessment Form would be completed. (See policy)

If a child discloses to you.

- If a child discloses about their safety or well being you need to let them know that you must pass the information on
- During the conversation allow them to talk freely
- Give reassuring nods and words of comfort
- Under no circumstance must you question the child
- Inform the child what will happen next (age appropriate terms)
- Report the disclosure to the designated safeguarding lead practitioner filling out a record of concern form (in the child's words, not yours)
- We will normally seek to talk to parents about a child with their parent. However if we believe that this could put the child at increased risk the designated practitioner will seek advice from social care.

Procedure- reporting a concern (see reporting a concern flowchart)

Making a referral:

- Internal discussion with lead practitioner
- We may make parents aware we are making a referral, unless we feel this would increase the risk to the child
- Lead practitioner will contact First Response/Children's Social Care 0800 1313 126 or email firstr@staffordshire.gov.uk
- Inform them this is child protection referral
- Write up within 24 hours and inform Ofsted
- Children's Social Care acknowledge receipt of written referral within one working day
- A decision on the next course of action is made

Children abusing their peers

Abuse is not always due to the actions of an adult and maybe abuse from another child.

Abuse can be in many forms:

- Emotional - name calling, threatening behaviour, isolation, on line bullying and derogatory name calling
- Physical - physical assault
- Sexual

Pathways works alongside parents and children to create mutual respect and an environment where children are encouraged to talk to the staff about any concerns they may have. Parents/carers are also encouraged to talk to the staff if they have any concerns or worries.

Confidentiality

All staff understand that child protection issues need high levels of confidentiality, to protect the child, staff and to ensure evidence is not compromised. Staff should only be discussing concerns with the designated lead practitioner, the deputy lead or the designated trustee. These people will then decide who else needs to be informed. Safeguarding concerns do not warrant all staff knowing and only staff that need to know will be informed. Confidentiality is paramount.

Child protection information will be stored in line with Data Protection Act 1998. Records of concerns and information will be stored in a locked cupboard.

Pathways follow Ofsted guidelines to protect children by:

- Following a rigorous recruitment policy and disciplinary policy
- Excluding all known abusers
- All new applicants for posts at Pathways are exempt from the provisions of the rehabilitation of offenders act 1974
- All staff will be DBS checked along with volunteers and students
- Appraisals are conducted once a year and suitability is reviewed throughout the year

Should any of our staff be implicated in any inappropriate activities relating to the children it will be dealt with in accordance to the disciplinary procedure.

Staff at Pathways would also follow the regulations for the independent safeguarding authority.

Preventing Extremism and Radicalisation

As part of safeguarding we encourage all children, staff, volunteers and parents to respect the fundamental British values of democracy, rule of law, individual liberty and mutual respect and tolerance. We promote this through the activities we offer and in our everyday routine.

We are aware of the Prevent Duty and would follow all procedures under this act. The Prevent Duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities in the exercise of their functions "to have due regard to the need to prevent people from being drawn into terrorism". Any prejudice, discrimination or extremist views displayed by the children or staff will be challenged. Information may be shared with first response and/or Staffordshire police Prevent team. We would also work alongside Staffordshire's Channel Panel in relevant circumstances. Channel is a key element of radicalisation. Channel uses existing collaboration between local authorities, statutory partners, the police and the local community to identify individuals at risk of being drawn into terrorism, assess the nature and extent of that risk and develop the most appropriate support for the individuals concerned. All staff receive awareness raising and training in regard to preventing extremism and radicalisation.

It is important that staff are able to identify children who may be vulnerable to radicalisation and know how to act upon this and make a referral. (See the prevent referral route flowchart)

Referral Route: Staffordshire Police Prevent Team - 01785 232054

Email: prevent@staffordshire.pnn.police.uk

Helpline: 020 7340 7264

Police anti-terrorist hotline: 0800 789 321

Email: counter.extermism@education.gsi.gov.uk

All referrals will be reported to Ofsted (Manchester) - 0300 123 1231 (choose provider then concerns)

First Response 8.00-6.00 0800 1313 126/Outside these hours 08456042886

You can also seek advice at anytime from the NSPCC

Helpline: 0808 800 5000

Email: help@nspcc.org.uk

At pathways we believe that all children have the right to be protected from harm and have the opportunity to thrive in a safe and caring environment.

This policy was adopted at a meeting of _____

Held on _____

Date to be reviewed _____

Signed on behalf of the provider _____

Name of signatory _____

Role of signatory (e.g. chair, director) _____